

Articulate

Davey Tree's new 70-foot Altec articulated boom provides extra reach.

[See Page 19](#)

Zimmerman re-elected Business Manager

Perry Zimmerman won a second term as Business Manager of Local 1245 in a mail ballot election counted on June 22.

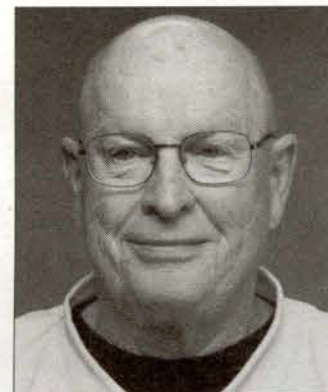
Zimmerman captured 63.4% of the vote, while four challengers divided the remainder.

"I'd like to thank all of the members who supported me in this election. I really appreciate your vote of confidence in me and my staff," said Zimmerman. "For those of you who didn't vote for me, I will try my best to earn your confidence by what we do during the next three years. This union always works best when we find a way to put aside our differences and work for our common goals."

Zimmerman offered his congratulations to all of the winners in this election, both those who won re-election and those who were elected to office for the first time.



Perry Zimmerman, left, has been re-elected to lead the union. Ed Mallory, right, was elected President.



Besides Zimmerman, officers winning re-election were President Ed Mallory and Recording Secretary Chris Habecker.

But the election also brought new faces into the local union leadership. Art Freitas defeated Mike Davis in the race for Vice President, and Cecelia De La Torre defeated Ron Moon for the position of Treasurer.

Executive Board members Anna Bayless-Martinez, John Mendoza,

Dave Scott and Kathy Tindall all won re-election. Each had faced opposition except Bayless-Martinez, who ran unopposed.

The election brought increased competition compared to the two previous election cycles. In 2004, there were 27 candidates for Officer and Executive Board positions, compared to 21 in 2001 and 12 in 1998.

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Union organizes two units

Local 1245 scored victories in two organizing campaigns last month.

On June 28, inspectors with Pacific Gas & Electric's Central Inspection Program voted 15-7 for union representation. On June 4, employees at a Centrix co-generation plant in Burney, Ca. voted for Local 1245 in a closely-contested election.

The PG&E inspectors inspect work done in the low-income weatherization program and do associated carbon monoxide testing on customer gas appliances. Job security became an important election issue after about 30 inspectors were laid off during the campaign. Business Rep. Landis

Marttila led the campaign, assisted by Business Rep. Junior Ornelas.

Local 1245 Organizer Jim Findley spearheaded the campaign at Centrix, after initial groundwork by Organizer Mickey Harrington. Advisory Council Member Stu Neblett also assisted in the campaign.

Local 1245 will soon form bargaining committees to negotiate contracts for the new bargaining units.

The union has now won two of three recent organizing drives. Design Coordinators at Sierra Pacific Power narrowly defeated an organizing drive in an April 20 representation election.

Peer Volunteers

The journey back to 'clean and sober'

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JULY 24-25

Advisory Council
Reno, NV

SEPTEMBER 6

Labor Day

APPOINTMENTS

**IBEW LOCAL 1245
Election Board
(Additions)**
Albert Fox
Keith Hopp
Darla Pence

**NORTHERN CALIFORNIA
POWER AGENCY**

New Classifications Barg. Comm.

Frank Carter
Paul House
Terry MacLeod
Mike Ropp

FRONTIER

2004 Ballot Committee

Joseph Aquilio
Walter J. Carmier
Karen Carter

DAVEY TREE

Negotiating Committee

James Gorman

PACIFIC GAS & ELECTRIC

**Building Department Labor
Management Committee**

Mark Shoulet
Ruben Villa
Gary Maschio
Terry Kingsley
Alton Halvorson
Vince Almacen

ISTS Ad Hoc committee

John St. Martin
Mark Newman
Lem Stubblefield
James Grady

**System Operator Ad Hoc
Committee**

Gonzalo "Frank" Nin
David Montoya

Preparing for the challenges ahead

I am deeply honored by Local 1245's membership's decision to let me lead this organization for another three years.

The last three years have been exceptionally chaotic and unpredictable. As I assumed office in 2001, California's experiment with deregulation of electricity was in full collapse, creating economic havoc for electric utilities. Within months our largest employer, PG&E, had filed for bankruptcy protection, and the next three years were consumed with the uncertainty of bankruptcy and the company's plans for reorganization to emerge from bankruptcy.

We faced in quick succession two municipalization ballot measures in

San Francisco that had the potential for great harm for our PG&E members.

We saw state budget surpluses evaporate and huge deficits emerge, which in turn placed great fiscal pressure on the municipalities and other public sector organizations whose employees we represent.

It seemed that in every set of negotiations that we entered over the last three years there were major external events or pressures that made the negotiations more difficult than ever before.

With your help and support, we weathered these storms.

In the legislature and before the California Public Utilities Commis-

sion we worked to undo the damage that deregulation had done and to return California to the regulatory scheme that had existed before Governor Wilson's plunge into deregulation.

We threw our full resources into PG&E's plan for reorganization, and in the end emerged with an intact, financially healthy company.

We mobilized against the municipalization ballot measures in San Francisco, and can rightfully claim that we provided the margin of victory in both elections.

Despite the external pressures, we negotiated contracts in both the private and public sector that would look good in normal times, let alone these troubled times.

Compared to the last three years, the next three years look relatively normal, but certainly not without challenge.

The demographics of our membership are such that we will probably see quite a few of our most active members retiring in the next few years. My greatest challenge over the next three years will be to reach out to younger members and prepare the next generation of Local 1245 members for leadership, as shop stewards, bargaining committee members, business representatives, and administrative staff.

As odd as it may sound, there still are advocates of deregulation of the electric industry, and even odder, they are in positions of power and influence with the Governor of California. We will be working harder than ever in Sacramento and before the California PUC to prevent a repeat of the 1990s.

We can't do much to ease the fiscal pressure on municipalities, but we can and will focus on those nego-



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**Business Manager &
Executive Editor**
Perry Zimmerman

**Communications Director &
Managing Editor**
Eric Wolfe

President
E. L. "Ed" Mallory

Executive Board
Mike Davis
Chris Habecker
Dave Scott
Anna Bayless-Martinez
Kathy F. Tindall
John Mendoza

Treasurer
Ron Moon

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By Perry Zimmerman, Business Manager



My highest priority has and will be visibility. I will be visible and my representatives will be visible. There is simply no other way for us to know what your concerns are and for you to know what we are doing.

tiations with an increased level of preparation and creativity, and probably we will have to resort to arbitration and litigation more often than we have in the past in order to protect our public sector members.

Two of our employers, Mirant and Adelphia, are in bankruptcy and two others, PG&E Gas Transmission Northwest and Frontier, are being sold.

These situations demand extra vigilance to protect our members during these transitions.

Of course I have no way of knowing what major changes might be right around the corner, but it seems today that the external forces facing us over the next three years will not compare with those which we faced over the last three years.

Whatever the challenges, my approach to this job will be the same as the approach which I believe served us well over the last three years.

My highest priority has and will be visibility. I will be visible and my representatives will be visible. There is simply no other way for us to know what your concerns are and for you to know what we are doing.

■ I will continue with the level of representation that I implemented in 2001 for the Title 300 workforce at PG&E, our tree-trimming members, and our Outside Line construction members.

■ I will continue with the em-

phasis on organizing the unorganized portions of our industries.

■ I will continue with my practice of convening large groups of our members whenever important decisions have to be made. This practice served us extremely well over the last three years, and it will serve us well in the future.

■ I will manage changes in Local 1245's staff, which like the membership it represents, is aging. The work that we are doing with creating a new generation of leaders in our membership will dovetail with the expected staff retirements.

■ I will continue to take on controversial issues that need to be taken on, such as contracting and recognition of the high cost of living in many parts of PG&E's service territory.

■ I will explore ways to communicate better with our membership,

especially our new membership. I expect a far greater use of the Internet as a communication resource over the next three years.

■ I will continue to improve training given our staff and members. The contract costing and wage survey training that we put on earlier this year was the most successful training that I have ever seen.

■ And I will continue to emphasize in every possible way the importance of maintaining safety on the job.

My emphasis for the next three years will be on the basics. Be there. Listen to you. Explain to you. Negotiate good contracts. File grievances and process them.

It sounds simple. It is simple, but not easy.

Your support over the last three years made them the most satisfying of my career. I hope for even better things in the next three years.

(Continued)

CONFERENCES, COUNCILS & CONVENTIONS

**Nevada State
AFL-CIO COPE Convention**
Mike Davis
John Mendoza
Randy Osborn
Santiago Salazar
Dennis Romeo

**Summer Institute for
Union Women**
Sheila Lawton
Glynis Davey
Wendi Rulon
Vida Anderson
Michelle Ramsey
Lynn Moon

**California Labor Federation
Convention**
John Mendoza
Mike Davis
Jim Findley
Jack McNally
Dave Scott

**IBEW 9th District
Progress Meeting**
Perry Zimmerman
Sonny Hollesen
Linda Jurado
Chris Habecker
Lem Stubblefield
Don Kreuter
Ron Moon
Peggy Daniel
Kathy Tindall

**2004 Rocky Mountain
Labor School**
Randy Osborn
Gary Bailey

Helicopter UPAC Meeting
Joe Ferreria

**Western Labor Communications
Association Annual Meeting**
Eric Wolfe

Be the first to hear the news.

On the Internet:
www.ibew1245.com

On PG&E Intranet:

From Page One, Select "Employee Services,
then select "IBEW site



Kerry refuses to cross picketline

Democratic presidential candidate John Kerry on June 27 canceled an appearance at the US Conference of Mayors rather than cross a promised police union picket line at the event, the Associated Press reported.

"I don't cross picket lines. I never have," Kerry said as he left mass at Our Lady of Good Voyage chapel in South Boston.

His decision came hours after Boston Mayor Thomas Menino called on Kerry to attend, calling the conference "an important event for urban America," and saying the pickets set up by the Boston Police Patrolmen's Association and other union members did not constitute a legitimate picket line.

Menino has been locked in a battle with several city unions over unsettled contracts.

"We know that people on both sides have been working in good faith to resolve the situation, and we hope that they will redouble their efforts to find a resolution," said Kerry campaign spokesman David Wade.

The police union, as well as unions for firefighters and other city workers, had protested at several conference events during the weekend, including a performance of the Boston Pops.

Before the decision was announced, Jim Barry, a spokesman for the police union, promised to picket any conference event that Menino attended.

"John Kerry's not our target. It's the host," Barry said, referring to Menino.

The Ohio factory that President Bush visited in April 2003 to promote his economic growth plan is shutting down, leaving 1,300 workers jobless, Labor Notes reported. When Bush visited the Timken Company manufacturing plant, he asserted that "the future of employment [was] bright" for its workers, whose jobs are among the 200,000 lost in the manufacturing sector since he took office.

Workers Cut Power: Electricite de France workers cut power supplies by as much as 15% across the country last month to fight the government's plan to privatize the state-owned utility, Bloomberg News reported. Four of the Paris-based utility's five main unions called on the company's 110,000 employees in France to strike with blackouts, said Jean-Pierre Sotura of the CGT union, the biggest at Electricite de France. As much as 14,600 megawatts of power were shut down. Protesters cut off supply to the country home of Ernest-Antoine Seilliere, head of the French employer's federation, Medef. "We need to keep the company fully state-owned," Sotura said in a telephone interview with Bloomberg. "The risk for us is being managed by financial markets. That means cost cuts on personnel, on maintenance, and that goes against public service and quality."

Card Check Review: The National Labor Relations Board voted last month to review the legality of "card check" organizing, responding to cases appealed by the National Right to Work Legal Defense Foundation, Labor Notes reported. Both cases contest the United Auto Workers' organizing of automotive parts suppliers. If the NLRB strikes down the use of card check, workers will only be able to join unions through secret ballot elections, which give

employers an opportunity to intimidate employees through closed-door meetings and other tactics.

War's Consequences: Nearly 4000 delegates of Service Employees International Union (SEIU), the nation's largest, voted unanimously at the union's national convention in San Francisco last month to end US occupation of Iraq and to bring US troops stationed there home. The resolution pointed to military intervention abroad and attacks on workers at home. The resolution charged the Bush administration with responsibility for declining wages and benefits, deunionization, cuts in public services, crumbling health care and educational systems, cuts in veterans benefits, escalating public debt, and eroding economic, social and personal security. The union proclaimed, "We cannot solve these economic and social problems without addressing US foreign policy and its consequences."

Watch Your Mouth: A Japanese manager at a Ricoh Co. factory in south China has apologized to end a strike last month by 500 workers upset that the manager had yelled

obscenities at female employees, Japan Today reported. The apology ended a strike by about a quarter of the company's employees, said a worker and a statement from the New York-based advocacy group China Labor Watch. Employees were angry that the Japanese boss, speaking in Chinese, used foul language and accused them of having mental illnesses. Ricoh, a 68-year-old global Japanese office machine manufacturer, pays its Shenzhen workers \$0.40 per hour for 12-hour shifts, China Labor Watch says.

SBC/IBEW Pact: SBC Communications Inc. said late last month it had reached a tentative agreement with IBEW on a five-year contract, averting a strike by some 11,500 SBC workers in Illinois and northwestern Indiana, Yahoo News reported. The IBEW did not immediately issue a statement on the tentative agreement, which is subject to ratification by the union membership. The Communications Workers of America, which represents 100,000 SBC employees, reached a tentative agreement with SBC in May after a four-day walkout.



ELECTION BOARD PREPARES FOR THE COUNT

The Local 1245 Election Board prepares for the vote count in the Local 1245 election, conducted on June 22. Serving on the Board were: Dave Reishus, Sheila Lawton, Norma Ricker, Virgil O'Neal, Larry Gibson, Larry Darby, Vickie Borst, Ray Shepherd, Larry Thomson, Albert Fox, Keith Hopp, and Darla Pence. Lem Stubblefield served as Judge of the Election; Assistant Business Manager Howard Stiefer was staff liaison.

Peer Volunteers

Helping PG&E employees make the journey back to "clean and sober"

By Eric Wolfe



W

hen John Kent's "Peer Volunteer" cell phone rings, there's a good chance it's someone in trouble.

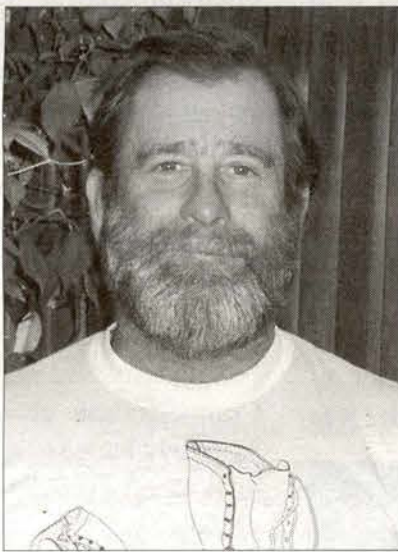
Kent knows about trouble. He used to find trouble regularly in a bottle, until he was caught drunk on the job. He remembers how hard it can be to ask for help when your best friend is a liquid.

"I didn't want help. I thought I could take care of myself," says Kent. "I was proved wrong over a period of time."

Today, clean and sober for over a decade, Kent is making it easier for others to ask for help. As a Peer Volunteer at Pacific Gas & Electric, Kent takes confidential calls from people struggling with drugs or alcohol.

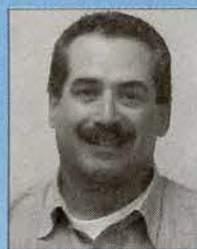
The phone he carries virtually around the clock is not a company phone. It's not a union phone. It's a Peer Volunteer phone. Even as Kent goes about his PG&E job in Vallejo, he's ready to take calls from fellow employees who find themselves in a time of trouble.

Kent's not alone in his mission. Twenty-one PG&E employees now carry Peer Volunteer phones. Like Kent, they take calls from employees looking for someone to confide in, someone they can trust, someone who has been there. Peer Volunteers take calls at night, on weekends, and during their regular work hours, but they're not paid anything extra for their efforts. They are just individuals, volunteers, who've made the journey back to "clean and sober" and can offer a helping hand to others who want to make that same journey.



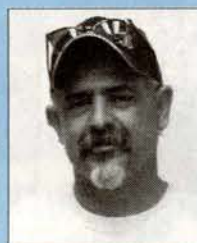
*John Kent
Peer Volunteer
Cell: (707) 592-4806
Email: JDK7@PGE.com*

Peer Volunteers/Area 1



Dan
Flores

Elect. Crew Foreman, San Francisco
415/559-9240
DAFO@PGE.com



David
Hernandez

Lineman, San Francisco
707/235-1815
DLHS@PGE.com

Gerry Huddleston
Gas Construction, San Francisco
415/740-8940
GEH6@PGE.com



Jesse
Madera

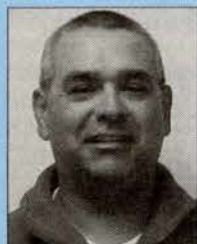
Gas Fieldman, San Francisco
415/244-4678
JCOMM@PGE.com

Ott Reid
Distribution Supervisor, San Carlos
415/716-6517
OBR1@PGE.com



John
Sander

Gas Crew Foreman, San Francisco
415/716-8569
JGSO@PGE.com



Ro
Solis

Utility Worker (Gas), San Francisco
650/580-9637
ROS1@PGE.com

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'Can I Do This?'

James Tadena is a Lead Building Mechanic in Emeryville. He's been carrying a Peer Volunteer cell phone since 2001.

"When the phone rings it's such a rush," says Tadena. "Your name's out there on the poster and that's why they're calling you, and you think, 'Oh my God, can I do this?' And with the mind of the alcoholic I'm thinking, 'No, I can't.'"

But Tadena, 15 years sober come September, has learned to rise above the negative thinking of his alcoholic days. He answers the phone.

"After five or ten minutes of talking to us, they know we've been there, so it makes it easier for them to open up to us than to a supervisor or EAP," Tadena says.

EAP, the company's Employee Assistance Program, has a long track record of providing confidential assistance to employees seeking help for addiction or other problems. Peer Volunteers speak respectfully of EAP—its professionalism, its extensive resources, and its commitment to confidentiality.

But the simple truth is that some employees—especially if their thinking is skewed by alcohol or drugs—are disinclined to contact a company-run assistance program. Perhaps it's embarrassment, or fear of reprisal, or reluctance to be steered toward a program.

Peer Volunteers understand that not every caller is ready to get in-

involved in a program.

"A lot of the calls are just people wanting to know about the program," says Tadena. "We consider those contacts because a lot of times people will use that as a way of testing the water, putting their toe in the water."

Attraction, Not Promotion

The job of the Peer Volunteer is to make that first call a positive experience. That might mean hooking someone up with a treatment program. Or it might mean just listening to what the caller has to say.

"We don't demand anything of them, or tell them what they have to do," says Kent. "We're available to someone who wants help. They call us." The principle by which the program operates is "attraction, not promotion," he says.

Because the program attracts people in a variety of situations, Peer Volunteers must be prepared to adapt to each situation as it unfolds.

"I had one guy who wanted me to speak with his wife and (have her) explain what was going on," recalls Tadena, who ended up having almost as much contact with the spouse as with the employee. "I met with them at the recovery center, where I met her face to face, and explained to her what was going to happen while he was there, what to expect, and what was going to happen when he got out."

Kent remembers getting a call at 7:00 pm on a Friday night.

"Somebody wanted help, they wanted to get into a treatment program," Kent recalls. The caller was

ready for action then and there. Kent knew he had to act immediately.

"The window is only open for a little bit," says Kent. "People 'get well' pretty fast. They change their mind, they start feeling better. They say, 'It really isn't that bad, I'm only losing my home, my family, my job—nothing major.'"

Working through contacts at EAP and another agency, Kent had the caller "in a bed" within 24 hours. Two years later, Kent notes with some pride, that person is still sober and starting a new job.

Addiction Affects Everybody

Although the Peer Volunteer program is focused primarily on the individual, a successful recovery can benefit everyone who has been hurt by the individual's addiction.

When you're an alcoholic, says Kent, it affects everybody: your family, the people you work with, the people in other cars as you weave your way down the street.

Family members suffer from economic hardship when the alcoholic cannot work, or spends family resources on booze. Social isolation is often a problem as the family tries to hide the disease from friends, colleagues and other family members. Physical and psychological abuse at the hands of the alcoholic may force loved ones to seek medical care.

Drug and alcohol abuse also takes a heavy toll in the workplace, contributing to increased absenteeism, increased health costs, decreased productivity, and increased Workers Compensation claims. Some researchers have suggested that up to 40% of industrial fatalities and 47% of industrial injuries can be linked to alcohol consumption.

Employers may hope to solve the problem by simply discharging the abuser, but that solution falls short on several counts. First, the employer may not be able to identify the abuser until after serious damage has been done. Second, by returning "problem employees" to the hiring pool, employers are simply passing the problem around among themselves, not solving it. Third, termination means the employer loses whatever training and experience the employee has acquired, and must train a re-

Requirements to be a Peer Volunteer

— Any PG&E Employee—IBEW, ESC, A&T, Management —

1. Two or more years recovery from alcohol and/or drug addictions.
2. Current involvement in recovery is desired but not required.
3. A one-year commitment to the Program is desired. The EAP Supervisor has discretion to release a Peer Volunteer prior to the expiration of one year.
4. Break personal anonymity regarding the individual's involvement in recovery, which qualifies him/her to be a Peer Volunteer.
5. Consistent attendance at monthly meetings.
6. Approval from supervisor to use cell phones and to receive Peer Volunteer related phone calls on the job.
7. Continued good performance in his/her position at PG&E.
8. Ability to give and receive honest feedback.
9. Provide references from the following sources: Union, Supervisor, 12-step Program.
10. A current, valid California driver's license.

placement.

At PG&E, the cost of training a new journeyman is approximately \$200,000.

Many companies, PG&E included, recognize they have a self-interest in steering employees toward recovery. "Occupational alcoholism programs" began springing up after Alcoholics Anonymous put the problem of alcoholism in a new light beginning in the 1930s. Over the decades occupational alcoholism programs evolved into the more sophisticated Employee Assistance Programs found in corporate America today.

Big Hill to Climb

But recovery requires more than having referral services in place. Employees have to be willing to engage those services.

That's a big hill to climb when the referral program appears to have a management face.

"There are many employees at PG&E, and most particularly in the bargaining units, who have a lack of confidence in the Employee Assistance Program related to confidentiality," says Local 1245 Assistant Business Manager Roger Stalcup. "It may not be a well-placed concern, but it is prevalent."

After discussing this issue informally for a number of years, Local 1245 and PG&E in 2001 decided to establish a pilot program in San Francisco utilizing peer volunteers.



Roger Stalcup

Stalcup was a logical choice to represent the union in this pioneering effort. Like Kent and Tadena, Stalcup knows the problem of addiction first-hand. And he knows what a recovery program can mean to someone struggling to remain afloat.

"It gives you your life back. These are people who have reached bottom. They're struggling with the futility of life and living, and maybe at the point of giving up," says Stalcup, who celebrated 18 years of sobriety in May.

"Most addicts and alcoholics at

"After five or ten minutes of talking to us, they know we've been there, so it makes it easier for them to open up to us than to a supervisor or EAP."

James Tadena, Peer Volunteer

some point have seriously considered suicide if not actually tried it. By the power of the (recovery) program, we are slowly but surely being restored as happy, healthy, functional members of society," says Stalcup.

The pilot program didn't have to re-invent the wheel. People in trouble naturally turn for comfort or help to someone who has faced the same problem. The aim of the pilot program was to engage more people in this process of seeking help from peers.

The program recognized from the beginning that managers, too, may become ensnared by drug or alcohol addiction, and could benefit from speaking confidentially with their peers.

"Alcohol and drug addiction do not discriminate between blue collar, white collar, or management employees," observes Stalcup.

Accordingly, when the program was piloted in the San Francisco area, Peer Volunteers were welcomed from the ranks of management as well as from the IBEW and ESC bargaining units.

Spreading the Word

As the first official Peer Volunteer, Kent began introducing employees to the program through tailboard meetings and worksite visits. As word spread and more volunteers were recruited, the program was expanded to include the East Bay. A website was established, featuring photos of the Peer Volunteers along with their cell phone numbers.

The program grew because the concept was sound. At the same time, those involved in the program realized they couldn't continue to grow without administrative support.

"It had always been our intent to be system-wide. We'd gone as far as

we could go with no budget, no structure," says Kent. "We need support to function. The volunteers don't work in a vacuum."

Following a meeting in 2003 between program supporters and then-Senior Vice President Jim Randolph, PG&E agreed to provide funds for a parttime administrator, enabling the program to expand into the North Bay/Humboldt area at the beginning of 2004.

By spring, though, the program again was at a crossroads.

"In terms of available bodies or man-hours to support the program, we (had) exhausted all that is currently available," says Stalcup. The program had come this far on the soundness of its mission, the fervor of its volunteers, and the blessing of the company. If it was to go any further, it needed a commitment of cash.

Meeting with King

Opportunity knocked on May 6, when PG&E's new Senior Vice President and Chief of Utility Operations, Tom King, came to Weakley Hall for a lengthy get-acquainted meeting with union staff and stewards. Following that meeting, Local 1245 Business Manager Perry Zimmerman invited King to stay a bit longer for an update on the Peer Volunteer program. Stalcup and Kent briefed King on the program, its current value, and its future potential. Also in attendance were Human Resources Vice President Russ Jackson and Industrial Relations Director Steve Rayburn.

About a month later, EAP Supervisor Vanita Kunert met with King to discuss the financial resources that would be needed to maintain the

Peer Volunteers/Area 2



Glynis Davey

Operating Clerk, Oakland
510/499-6037
GX08@PGE.com



Dan Freeman

Gas Service Rep., Livermore
925/784-1343
Vivian6@pacbell.net



Ron Lew

Electrician ADE ESC, Antioch
925/451-5256
RQL1@PGE.com



Douglas Melvin

Meter Reader, Richmond
510/334-3428
DGMD@PGE.com



Gordy Sexton
Field Clerk,
Hayward
510/334-3732
GDS3@PGE.com



Ernie Quinonez
Field Clerk,
Antioch
925/250-8473
ERQ1@PGE.com



James Tadena
Building Mech.,
Emeryville
925/719-0392
JDTD@PGE.com



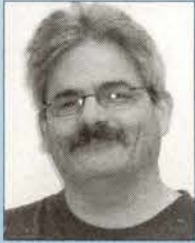
Chuck White
Field Dist. Sup.
Walnut Creek
510/384-8223
CRW0@PGE.com

Peer Volunteers/Area 7



Scott
Bartlett

Gas Construction Supervisor, Napa
415/302-0569
RSBJ@PGE.com



Fernando
Gonzalez

Meter Reading Sup., Santa Rosa
707/291-4864
FRG3@PGE.com



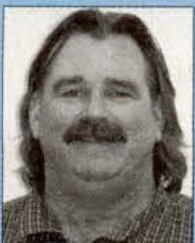
Skip
Hubbard

Distribution Supervisor, Eureka
707/599-8843
DDH3@PGE.com



John
Kent

Troubleman, Napa
707/592-4806
JDK7@PGE.com



Mike
Tanner

Distribution Supervisor, San Rafael
707/318-2504
JMT0@PGE.com



Brent
Turner

Troubleman, San Rafael
415/706-3947
BLT4@PGE.com

If a peer is unavailable and you wish immediate assistance, please call the Employee Assistance Program at 1-888-445-4436 (24 hours a day/7 days a week).

► From Page 7

program's momentum.

"After hearing about the success of the program, it was an easy decision," says King, who agreed to additional funding. "The right thing for the company to do is to continue to fund and look for opportunities to expand the program. This organization's support and aid through the Peer Volunteer program will contribute to employees' well-being for years to come."



Tom King

The new infusion of support from the company is a major boost for the program. Peer Volunteers will now have a full-time coordinator and part-time clerical support. This will enable the program to maintain its existing network, and to expand the program to General Office and to PG&E's "Area 3," encompassing Santa Clara, Santa Cruz, Monterey and San Benito Counties.

Supporters of the program believe the current expansion can pave the way for subsequent expansions into the remaining areas within the PG&E system: Stockton, San Joaquin, Sacramento, Redding, Coast Valleys, and Diablo Canyon Power Plant.

"We truly believe that this program has the ability to save lives," says Local 1245's Zimmerman. "By continuing its commitment to Peer Volunteers, the company is paving the way for more people to come forward and get the help they need to become healthier, happier people—and better employees."

Recruiting More Volunteers

As the program begins expanding to PG&E's Area 3 in September, one of the most pressing needs will be recruitment of additional Peer Volunteers. Not everyone fits the job description.

Peer Volunteers must be two or more years into recovery from alcohol and/or drug addictions. They need to show continued good performance in their job at PG&E, and they need approval from their super-

visor to use cell phones and to receive Peer Volunteer related phone calls on the job. (See "Requirements to be a Peer Volunteer", Page 6)

Even as Peer Volunteers agree to surrender their own anonymity in terms of their personal involvement with recovery programs, they have a deep commitment to protecting the anonymity of those who approach them for help. Confidentiality is not simply a formal requirement—the program couldn't exist without it.

Ironically, EAP maintains a similar commitment to confidentiality, and Peer Volunteers speak highly of EAP personnel. But the Peer Volunteer program has added a valuable new dimension to the effort to reach people in distress. Kent calls it "giving them another handle on the door to help."

Remaining True to the Model

Supervisors occasionally try calling Peer Volunteers about an employee with a problem. They don't get very far.

"We're not here for supervisory referrals. We're not here for supervisors to come out and say, 'Joe Blow has a drinking problem, you ought to go talk to him,'" says Tadena. "We don't want those calls. I stop them before they even start."

Peer Volunteers believe their program can work only if it remains true to the model of peers seeking out peers. There's no room for management as an intermediary.

On the other hand, supervisors are welcome to contact the program if they themselves are struggling with drug or alcohol addiction. Any employee of PG&E is free to seek help from any Peer Volunteer, some of whom are management employees, Stalcup notes.

To reinforce the principle of confidentiality, the Peer Volunteer program does not publicize its services on the company's internal website. Instead, Peer Volunteers maintain a site on the World Wide Web. Anyone with access to a computer and an Internet connection can visit the Peer Volunteer site at www.peervolunteers.org/.

"It can be accessed through the Internet without anyone from the company or union being aware of it," says Stalcup. "It's another step to

promote confidentiality and trust."

On the website, you can take self-quizzes to explore whether you have a problem with drugs or alcohol. You can also find a list of Peer Volunteers, complete with photos and phone numbers. For someone with a problem, help is truly just a phone call away.

Likewise, if you're someone already well along the road to recovery, you can use the website to get more detailed information on what a Peer Volunteer does, and to apply to become a Peer Volunteer yourself.

The Peer Volunteers are serious about expanding the program. It takes about six months to roll it out in a single PG&E area.

"Area 3 should be up and running by March, 2005," says Stalcup. "Assuming there is a bit of additional funding at that time, we will then look to expand the program to another area."

With incremental increases in company funding, Stalcup figures Peer Volunteers can be a system-wide program in two-and-a-half years.

Desire to Heal

But for Peer Volunteers, the desire to expand the program isn't about budgets or geography. It's rooted in something much deeper: the desire to heal themselves. An underlying principle of recovery, says Stalcup, "is to carry the message to those who still suffer." Helping others, he says, is an intrinsic part of the process of staying clean and sober yourself.

Kent will tell you right up front he is still working on his own recovery every day. Crucial to that effort, he says, is "to work with other people."

"In working with them," he says, "I'm seeing myself again and again. No matter where that person comes from, what they're doing, what their job is, if they're an alcoholic, we think alike," says Kent.

Kent's life experience has given him insight into a side of the human condition that most people would hope to never see. It is a dark side. But it is precisely that insight that makes Kent, and a growing number of others, perfectly suited for the role they have carved out for themselves on their road to recovery.

They're Peer Volunteers.

What Does Freedom Mean to Me This Independence Day?



- Today, workers have essentially lost the right to form a union at their workplaces. In fact, workers who attempt to form a union in the private sector are illegally fired in 25 percent of union election campaigns.
- When workers can't form unions, everyone suffers. It hurts our ability to negotiate good contracts, and that puts downward pressure on our wages and benefits. Workplace discrimination increases, and job safety standards are more easily ignored.
- The Employee Free Choice Act, co-sponsored by Sen. John Kerry and more than 220 other members of Congress, would help strengthen the right to organize a union. It would allow workers to form a union through a majority verification process, allow employees to seek mediation and arbitration in securing a first contract, and increase penalties against employers who violate the law.

TAKE ACTION NOW

Call the White House at 202-456-1111
and urge President Bush to support the
Employee Free Choice Act.



San Francisco, CA
May 15, 2004



45 Years: Bruno Guerriero, right, receives 45-year award from President Ed Mallory.



45 Years: award from Pres



35 Years



30 Years



45 Years
 Guerriero, Bruno
 Magner, T.T.

40 Years
 Brown, V.S.
 Dodson, Joslyn Y

35 Years
 Freund, Gerhard A
 House, Frank T
 Llacuna, Frank R
 Mayer, Brain E
 Vanness, Eugene
 Wilson, Ralph

30 Years
 Baladad, Anita
 Balleza, Faye V
 Blankenship, Clavin T
 Bunac, Virgilio
 Casazza, Edward
 Castillo, Augustin
 Castillo, Tito P
 Cato Jr, Charles
 Chan, Kan-Yan
 Chu, Albert C
 Cuartero, Morris
 Dacumos, Claudio Y
 Da Luz, Carlos A
 Dayoan, Concepcion
 Dongon, Kathleen

Drake, Richard
 Durinick, William
 Dy, Felipe R
 Dyson, Robert D
 Eng, Randy
 Faustino, Julie
 Fife, Diane
 Fong, Franklin
 Garcia, Benito G
 Gibbs, John M
 Gleeson, Patrick
 Hafalia, Renaldo H
 Hernandez, Hector
 Hong, Timothy C
 House, Frank T.
 Jackson Jr, Armeke

Johnson, Reva
 King, Ronnie
 Lee, Oscar
 Lee, Toby H
 Leonardo, Emelita
 Leong, Kyi
 Leung, Benjamin
 Levine, Jewell
 Lew, Walter
 Lopez, Rudy M
 Lucchese, Frank M
 Martin, Robert W
 Mays, Pamela
 Mendoza, Daniel
 Munson, Paul D
 Muricio, Rhodora C

Nakai, Akiyoshi
 Ng, Stanley B
 Nieve, Ronald
 Owyong, Benjamin
 Palmeri, Josphe
 Paras, Mildred
 Pratt, Kenneth
 Salinas, Alfredo
 Stagg, Bobby
 Steemers, Gerhard J
 Stienstra, Bruce R
 Sunseri, John A
 Tabayoyong, Melendre
 Tso, Susan
 Valenzuela, Steven
 Villa, Frank



45 Years: T.T. Magner, right, receives 45-year award from President Ed Mallory.

30 Years





T. Magner, right, receives 45-year
ment Ed Mallory.



25 Years



Won, Mark
Wong, Gary B
Wong, Gene N
Wong, Jack Jue
Wynn, Gewndolyn
Yanez, Lupe
Yee, Calvin

25 Years
Arbues, Michael F
Boykin, Bruce O
Boyle, Charles J
Broadway, Stephen M
Burrell, Gloria J
Bush, Robert W.

Caamano, William J
Capwell, Dan
Carlotti, Rudolph D
Ceruti, Everett R
Chan, Retina
Chau, Nancy K
Chavez, Carlos A
Cisneros, Tony A
Dale Jr, Richard A
Eichhorn, Gregg A
Fontanilla, Art B
Franco, Raul D
Freeman, Jack S
Fung, James R
Gallard, Jacquelin
Gaw, Susan L

Hickey, Micahel L
Joe, Nora
Keesee, Jamie L
Kern, Donald V
Kinsella, Cynthia A
Kwan, Regina L
Lau, Russell
Law, David
Lee, Dennis C
Lee, Peter B
Lideros, Bernard M
Lovett, Evelyn Y
Lusk, Joseph K
McCarthy, Michael W
McGuire, Debra L
Meredith, Curtis D

Phillips, Chris
Piva, Gary J
Powell, Thomas A
Ramirez, Maria E
Reinikka, Ronald E
Roach, Riley D
Ross, Thomas L
Roybal, Madro
Santos, Wayne D
Scannell, Kevin J
Schade, Penelope
Sheppard, Steve K
Shuck, Matthew J
(Wong)Sung, Theresa
Takeuchi, Jiro J
Tom, Philip C

Tregner, Susan
Tse, May Ling
Wong, Carlana L
Wong, Jennifer
Wong, Peter B T
Wong, Sueman B
Wu, Raymond Y
Yee, Melvin



By the Local 1245
Safety Committee

YOU can help fight the rising cost of health care

Safety and chain saws

Chain saws have become an everyday tool for a wide variety of individuals.

Once the tool of the professional logger, today more than 25 makes of saws are available in a wide variety of sizes and configurations.

Homeowners use them to cut firewood and to do general tree trimming around their homes. Farmers find them useful for such jobs as clearing land, trimming trees and cutting firewood. Contractors use them for cutting large timbers, crossties and landscaping ties as well as land clearing.

Line Clearance Tree Trimmers like me could not do our daily jobs without them.

However, in the hands of a careless, inexperienced or tired operators, the chain saw can be very hazardous. In 1991 the U.S. Consumer Product Safety Commission estimated that more than 44,000 people required hospital treatment for chain saw-related injuries. Most accidents were caused when the operator came in contact with a moving chain.

Injuries from a chain saw are usu-

ally serious because of the jagged cut the chain leaves.

Use proper safety clothing for the tasks being performed, to reduce the risk of injury. Clothing should be well-fitting to prevent any entanglement with the chain saw. The following personal protective equipment and clothing are recommended when operating a chain saw:

- ◆ Safety glasses with side shields, safety goggles, and face shields approved by standards like CAN/CSA Standard Z94.3-99: Industrial Eye and Face Protector, or ANSI Standard Z87.1-1989(R1998): Practice for Occupational and Educational Eye and Face Protection. A face shield attached to the hard hat without safety glasses does not provide adequate eye protection.

- ◆ Leather gloves with ballistic nylon reinforcement on the back. They offer a good grip on the saw while absorbing vibration that provides some protection for the hands. Leather gloves can also prevent cuts when sharpening the saw.

Gil Suarez

Safety Tailboard

Receive an IBEW cup and cap for submitting a safety question selected for publication in the Utility Reporter's Safety Tailboard. Safety Tailboard is an open forum for discussion and learning about safety issues. Submit your question, along with your name and phone number, to:

Safety Tailboard,
c/o Jim McCauley, IBEW 1245, PO Box 2547, Vacaville, CA 95696

Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecomm.; Keith Hopp, Pacific Gas & Electric; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Rich Lane, Turlock Irrigation District; Art Torres, Sacramento Municipal Utility District; Gil Suarez, Davey Tree; Bob Burkle, City of Santa Clara; and Assistant Business Manager Jim McCauley.

The California Health Insurance Act is under attack—and Local 1245 members have a big stake in defending it.

This year, over 500,000 California union members are negotiating their contracts, including many members of Local 1245. In coming years, virtually all Local 1245 members will be affected by contract negotiations over health benefits.

During these negotiations, there will be growing pressure for employees to pick up more and more of their health care costs—in the form of higher deductibles, higher co-payments, and greater employee responsibility for premium payments.

Why are we being asked to pay more and more toward health care costs? It's because somebody isn't doing their fair share.

Over 18 million Californians already get health coverage through their employer today. Over two-thirds of employers, large and small, provide such coverage.

But some employers refuse to provide health insurance for their employees. These costs don't go away. They get shifted onto us—workers, responsible employers, consumers and taxpayers.

Many uninsured workers and their families end up getting whatever health care they can through the state Medi-Cal and Healthy Families programs. Or they show up at emergency rooms, where the cost of care is extraordinarily high.

We, the taxpayers, end up footing the bill for this care.

The Health Insurance Act, signed into law last year, will save California taxpayers up to \$900 million every year by giving these uninsured workers a real alternative to Medi-Cal and other state programs. The Health Insurance Act will save California taxpayers some \$4 billion a

year by giving these uninsured workers a real alternative to showing up at emergency rooms.

The Health Insurance Act accomplishes this by requiring all large employers to either provide health insurance or to pay a user fee into a state health purchasing fund, which will then purchase health insurance for eligible workers and their dependents. Employers who choose to provide coverage themselves will receive a credit against this fee.

But large, profitable companies like McDonald's and Macy's want to keep things how they were. They want to avoid any responsibility for health care costs. They want to keep passing those costs onto other employers, and to the taxpayers.

In other words, they want to keep passing the costs onto you.

That's why they are joining other large retailers and fast food chains in trying to repeal the Health Insurance Act this November.

Don't let them do it.

Health care costs are not going to go away. There are six million uninsured people in California, and the number is growing. The system of hospitals, clinics, and trauma centers that we all rely on is in financial distress. Even the most responsible employers are coming to the bargaining table insisting that they must get financial relief from these rising costs.

The Health Insurance Act was a responsible, balanced and fair approach to tackling this enormously difficult problem.

Members of Local 1245 have the opportunity to save this Act and help preserve our own healthcare coverage. We can do it by voting Yes this November to preserve California's Health Insurance Act, and by getting out and encouraging others to do the same.

Join the Fight!

Join a coalition of doctors, nurses, seniors, healthcare organizations, consumer rights groups, religious groups and your union to save the Health Insurance Act

Take Action Now

1. Sign up to join the fight
2. Go to www.SaveYourHealthcare.com

Name _____

_____ @ _____

Email Address _____

City _____

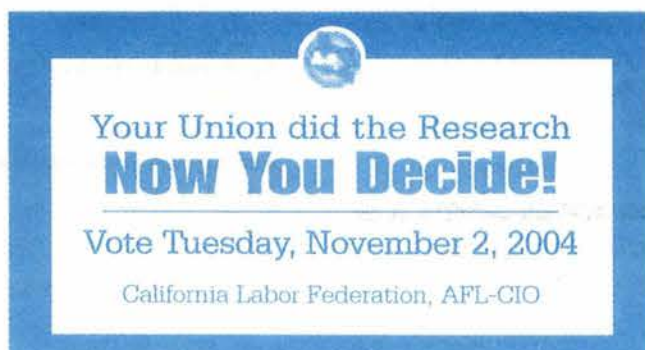
Zip Code _____ Phone _____

Union _____

Please mail to: 600 Grand Ave. #410; Oakland, CA 94610

Please send me:

- Vote-by-Mail Application
- Voter Registration Card



Zimmerman re-elected as Business Manager

► **From Page 1**

For Advisory Council positions, there were 45 candidates in 2004 compared to 40 in 2001 and 32 in 1998.

Incumbent Advisory Council members who survived challenges to win re-election were: Dan Mayo, San Joaquin Division; Mark Taylor, Coast Valleys Division; Peggy Daniel, Pipeline Operations; Richard Perry, Water and Power Resources (Western Area Power Administration); Jeff Pederson, Outside Construction; and Dave Morrison, Citizens Utilities (Frontier).

Incumbent Advisory Council members who won re-election without opposition were: Mike Stout, Irrigation Districts; Leroy Foster, East Bay Division; Larry Rodriguez, AC Transit, East Bay Municipalities; Bob Quinn, San Francisco Division and General Office; Grover Day, Stockton Division and City of Lodi; William Gilliam, Sacramento Regional Transit; John Felts, Pacific Gas Transmission; Lee Thomas, Humboldt Division; Terry Andreucci, Drum Division; Todd Wooten, Colgate Division; Jim Findley, North Bay Division; Art Torres, Sacramento Municipal Utility District; and Sam Glero, Northern Power Area (WAPA).

New Faces

John Harper unseated incumbent Stuart Neblett to win election to the Shasta Division Advisory Council seat.

Mike Jessen faced no opposition in winning the De Sabla Division seat vacated by Richard Bentler. Gil Suarez ran unopposed to win an open seat representing Tree Trimmers.

Dennis Thompson won a contested race to fill the San Jose/City of Santa Clara seat left vacant by the retirement of Bill Wallace. Tom Cornell was elected in a contested election to fill the Sierra Pacific Power seat left vacant when Bob Vieira chose not to run for re-election. Lou

Mennel won a contested race to fill the Sacramento Division seat that Dan Parmenter vacated to run for Executive Board.

Michael Saner defeated four other candidates in a hotly contested race to fill the General Construction seat left vacant by the retirement of Larry

Darby. Saner, with 106 votes, finished just five votes ahead of Brian Kapaun and seven votes ahead of Tom Burks.

**IBEW LOCAL 1245 ELECTION RESULTS
JUNE 22, 2004**

OFFICERS & EXECUTIVE BOARD

**Business Manager/
Financial Secretary**
Perry Zimmerman 2927
Manny Guzman 729
Tom Mapp 406
Joshua Alpine 328
Bob Uschmann 224

President
Ed Mallory 1729
Mickey Harrington 1129
Michael A. Scafani 757
Thomas O'Neill 620

Vice President
Art Freitas 2147
Michael J. Davis 1884

Recording Secretary
Christine Habecker 2162
Cheryle Bradley 1645

Treasurer
Cecelia De La Torre 1811
Ron Moon 1402
Russ Rylee 703

**Executive Board:
Northern Area**
Kathy Tindall 413
Ken Amaral 333
Dan Parmenter 304
Liz Rounds 139
Linda S. Jurado 129

**Executive Board:
Central Area**
Anna Bayless-Martinez 824

**Executive Board:
Southern Area**
Dave Scott 460
James Hayes 436

**Executive Board:
At Large**
John Mendoza 467
Jeff Bernard 272
Scott Hudelson 242

ADVISORY COUNCIL

Clerical At Large
Gloria Flores 203
Craig W. Fujii 145
Mark Kollman 140

**San Francisco General Office
Clerical**
No Nominees

San Joaquin Division
Dan Mayo 142
Scott Bfanch 117

Irrigation Districts
Mike Stout 72

Coast Valleys Division
Mark Taylor 180
John Thomas Delsman 102

CATV Companies
No Nominees

Pipeline Operations
Peggy L. Daniel 42
Steve Lopez 23
Patrick A. Earl 21

San Jose/City of Santa Clara
Dennis G. Thompson 92
Robin Charles Morrison 76

East Bay Division
Leroy Foster 239

AC Transit/East Bay Municipals
Larry Rodriguez 24

SF Division and General Office
Bob Quinn 179

Stockton Division/City of Lodi
Grover Day 147

Sacramento Regional Transit
William Gilliam 45

Pacific Gas Transmission
John A. Felts 32

Humboldt Division
Lee Thomas 47

Shasta Division
John Harper 56
Stu Neblett 31
Ed Hood 25

Sierra Pacific Power
Tom Cornell 164
Dennis A. Romeo 71

De Sabla Division
Mike Jessen 59

Drum Division
Terry Andreucci 85

Colgate Division
Todd Wooten 51

North Bay Division
Jim Findley 153

Sacramento Division
Lou Mennel 107
Billy Wallace 59

SMUD
Art Torres 81

Water & Power Resource Services
Richard C. Perry 28
Dan Wyand 24

Northern Power Area GCC1
Sam Glero 19

Citizens Utilities
Dave Morrison 39
Thomas E. Greer 29

General Construction
Michael Saner 106
Brian Kapaun 101
Tom Burks 99
Russ Blacker 76
Casey Barker 60

Tree Trimmer Companies
Gil Suarez 150

Outside Construction
Jeffrey Philip Pederson 191
Dan Gracia 140

Total Ballots Cast: 4852

Status report on PG&E interim bargaining

SYSTEM OPERATOR PROGRAM: The union's objective is to obtain equity increases in keeping with market survey data and in recognition of the increased complexity of the job. In May, the company offered an equity increase of 5% and proposed that operators submit to annual recertification. At the most recent meeting, June 1, the company withdrew its recertification proposal. Negotiations have been suspended pending separate negotiations on Hydro because the company was not willing to extend its wage offer in the System Operators negotiations to Hydro until certain issues are worked out. When Hydro negotiations are finished, the committee will reconvene to finalize an agreement for all System Operators. Serving on the committee for the union are Senior Assistant Business Manager Tom Dalzell, Dave Steves, Daryl Turner and Bob Dean Jr.

COST OF LIVING: The union's objective is to address problems associated with high cost-of-living areas. On Feb. 20 the union submitted a proposal designed to attract and retain employees in high cost-of-living areas with wages, premiums and other economic incentives that permit employees to live where they work on straight-time wages. The union proposal included a Congestion Zone Premium for all employees, and a pilot program with a 20% cost of living/housing premium for certain classifications and headquarters. A June 14 meeting was cancelled and is being rescheduled. Serving on the committee are Senior Assistant Business Manager Tom Dalzell, Brett Wolterman, Maryann Dennehy, Bob Bruce, Gene McCandless, and Al Estes.

PRE-ASSESSMENT OF METER READERS: The company and union agreed in concept to a physical pre-assessment test for potential Meter Reader candidates. The Meter Reader Committee first met on Nov. 21 to review the draft project plan, and met on Jan. 21 to review the letter to be sent to Meter Readers. The letter was sent for tail boarding on April 21. During the month of March, panel discussions were held with Meter Readers in Sacramento and San Jose to collect job-related information. That information is being compiled by the Testing Coordinator and will be presented to the committee once completed. Serving on the committee for the union are Assistant Business Manager Dorothy Fortier and Business Rep. Arlene Edwards and Bill Brill.

PREMIUM STANDARDIZATION: The scope of this committee's work is to discuss simplification of payroll rules to facilitate administration in the current environment and to successfully position for future system implementation. The committee first met on Dec. 3 to discuss scope of work and review prior committee work. On March 19 the committee reviewed documents to identify and

understand payroll processing issues. The company said it is actively evaluating what's available in the payroll software market. Last met on June 16. Next meeting scheduled for July 21. Serving on the committee for the union are Assistant Business Managers Dorothy Fortier and Sam Tamimi, and Stu Neblett.

CLERICAL JOB DEFINITION: The scope of this committee's work is for the company and union to review the Position Evaluation Questionnaire (PEQ) benchmark job duties to clarify job definitions. The committee last met on May 12. The next meeting is scheduled for July 15. The company has given the union PEQs from the last few quarters. The union is reviewing them. Serving on the overview committee for the union are Assistant Business Managers Dorothy Fortier, Business Rep. Arlene Edwards, Donna Ambeau.

WORKING FOREMAN-LEAD CLASSIFICATIONS: The objective of this committee is to review job expectations of lead positions, identify qualifications necessary for lead positions, and identify a selection process to ensure that employees are qualified for lead positions, consistent with the language in Subsection 205.14 (a) of the Physical Agreement and Section 18.13 of the Clerical Agreement. No meetings have been scheduled to date. The union committee includes Assistant Business Managers Jim McCauley, Dorothy Fortier and Howard Stiefer, and Senior Business Rep. Frank Saxsenmeier.

COMMERCIAL DRIVERS LICENSE: The scope of this committee is to discuss the requirements of positions requiring a CDL and related issues. The company has proposed dramatic cutbacks on the number of people who would receive the CDL premium. Under the company's proposal, more people would ultimately be required to have a license. On May 25 the union gave the company a proposal that would modify current language to include all business unit apprentices and non-entry level positions from Title 200 and Title 300. The union proposed increasing the number of CDL drivers from 125% to 150%, increasing the dollar amount of the premium, and rolling it into base wage rate. The committee is scheduled to meet again on June 29. Serving on the committee for the union are Assistant Business Manager Dennis Seyfer, Business Rep. Rich Cowart, Leroy Foster, Lee Thomas Jr. and Mike Jameson.

LONG TERM DISABILITY: The scope of this committee is to improve the process for returning people to work. The committee has identified three classifications committed to LTDers: street light maintenance, substation inspector, and Livermore instructor. Letters were sent to about 300 LTDers whose past experience may make

them suitable for these positions. PG&E has also started phasing in a new Long-Term Disability Return to Work website, designed to give LTDers the ability to identify and apply for jobs on their own. The company is now returning to work about five people a month from LTD. The company has placed 12 people in the new street light inspector position. The company is still working on placing people in substation inspector positions. Most recent meeting was June 18. Serving on the committee for the union is Assistant Business Manager Bob Choate.

RUBBER GLOVING PREMIUM: The committee was formed to discuss improvements in productivity, safety and related issues. Initial meetings were held Dec. 10 and Jan. 21 to review the Rubber Gloving agreement. The union gave the company a proposal, but to date the company has not made a response. Next meeting scheduled for July 22. Serving on the committee for the union are Assistant Business Managers Howard Stiefer and Bob Choate, Business Reps. Larry Pierce and Rich Cowart, along with Tom Burks, Willie Bouzek, George Lindsey and Bob Gerstle.

GAS T&D LINE OF PROGRESSION: The union's objective is to discuss wages, classifications within the Gas Department. No meetings have been scheduled to date. Serving on the committee is Assistant Business Manager Jim McCauley and rank and file members to be named later.

DIABLO CANYON POWER PLANT CHEM/RAD TECHS: This committee will discuss establishing separate Radiation Protection Technician and Chemistry Technician classifications and associated training programs at Diablo Canyon Power Plant. The committee will include Assistant Business Manager Manny Mederos and Business Rep. Dan Lockwood, but to date no committee has been appointed and no talks have been scheduled.

DIABLO CANYON POWER PLANT MAINTENANCE: This committee is looking at job descriptions and tailoring them to the nuclear industry. A second committee, consisting of the same people, is looking at maintenance apprenticeships. Serving on these committees for the union are Assistant Business Manager Manny Mederos, Business Rep. Dan Lockwood, and Michael Pelypec, Dan Ward, Jim Hayes, and Jim Steele.

MEALS: This committee is developing clarifications for various meals issues. Only one meeting has been held to date, in February. The union is waiting for survey data from the International office of IBEW. Serving on the committee for the union are Assistant Business Manager Manny Mederos and Senior Business Rep. Ken Ball.



New survey: Jobs & health care are top concerns

WOMEN WORKERS' HISTORY

The Dawn Patrol

Working-class women were drawn into the tough struggles of the early New Deal period. Women's auxiliaries faced tear gas, blackjacks and bullets along with the men on strike in steel towns. "The heroic and bitter struggle of the Standard Forgings workers in this town would never have lasted as long as it did if not for our Women's Auxiliaries," an Ambridge, Pa. striker told a reporter.

In August 1933, the mostly Mexican-American men working the five bituminous coal fields around Gallup, N.M. struck to demand recognition of the National Miners' Union, an affiliate of the Trade Union Unity League. With the help of NMU organizer Martha Roberts, the women organized into a women's auxiliary. The women's "dawn patrol" enabled the strikers to shut down all the mines.

AS THE DAWN PATROL RISES IN THE EAST, THE BOSS SETS IN THE WEST!!



When sheriffs deputies tried to prevent a change of pickets at the end of an eight-hour shift, Roberts and Dominica Guterrez, president of the women's auxiliary, and 80 singing women defied armed guards and marched to the picket line.

The authorities declared a state of martial law, and used this suspension of civil liberties to throw two strike leaders in the county jail. Roberts and Guterrez again led a demonstration of wives and strikers in protest. A fight broke out with the National Guard. Roberts and Guterrez and 11 other members of the women's auxiliary "dawn patrol" were jailed.

The strike ended in November 1933, with most of the workers' goals realized.

Working women are concerned about finding and keeping good jobs with basic benefits in today's economy, according to the AFL-CIO Ask a Working Woman report released June 2.

Nearly half—48%—of working women say they have been out of work in the past year or have a family member or close friend who has been out of work. Even though there has been an uptick in job growth in recent months, the country has lost 2.2 million private-sector jobs since January 2001.

But being employed does not ensure basic benefits, the survey finds. One-quarter to one-third of employed women lack such basic benefits as affordable health insurance, prescription drug coverage, pension or re-

tirement benefits, equal pay and paid sick leave. Fully 95% say secure, affordable health care is an important job benefit, but 31% say they lack it.

Rising health costs are the biggest worry for working women, leading to a dramatic increase in support since 2000 for laws to make health care more affordable. Today, 81% of working women say such laws are personally very important, compared with 69% in 2002 and just 57% in 2000.

The Ask a Working Woman survey, conducted for the AFL-CIO by Lake Snell Perry & Associates, confirms working women—including single mothers and married women—contribute a majority of their families' incomes and many work irregu-

lar hours and shifts different than their spouses or partners. The report is based on a national telephone survey of 1,450 working women ages 18 and older. The margin of error is plus or minus 3.5%.

"This survey dramatically demonstrates that the jobs crisis deeply affects America's working families," said AFL-CIO Executive Vice President Linda Chavez-Thompson. "The new jobs in industries that are growing offer 20% lower wages, on average, than those in industries that have been shrinking, and many don't offer basic benefits. Women from all backgrounds and from across the country fear for their future, because they find it harder and harder to find good jobs."

Supreme Court makes harassment suits easier

Workers who quit because of "intolerable" sexual harassment may sue their employers as though they had been fired—even if they did not formally complain about any abuse, the Supreme Court said on June 14.

However, employers may defend themselves against paying damages, the court said, if they can convince a jury that the worker unreasonably ignored the complaint procedure.

The decision makes it somewhat easier for victims of alleged harassment to bring their claims in court, according to a report in the San Francisco Chronicle.

In particular, it cleared the way for a jury to hear a sexual harassment suit brought by a woman who quit after working for a few months at a Pennsylvania State Police barracks in McConnellsburg.

Nancy Drew Suders was hired in 1998 as a communications operator and said her three male supervisors subjected her to a "continuous bar-

rage of sexual harassment."

Suders said she had spoken with an employee who was supposed to take workplace complaints, but she was not offered any help.

After three months on the job, she said, she decided to quit when the three supervisors wrongly accused her of stealing documents from the barracks. She later sued the state police.

A federal judge threw out her complaint prior to trial because she had not formally gone to state police supervisors about the alleged harassment. When she appealed, the US court of appeals in Philadelphia ruled that Suders had in effect been fired and was therefore entitled to win damages from her employer.

Ruling June 14 in *Pennsylvania State Police vs. Suders*, the Supreme Court gave something to both sides.

For plaintiffs, the court made it easier for employees who quit to win damages as though they had been fired or demoted for rebuffing a

supervisor's sexual advances. Quitting in the face of such abuse is called a "constructive discharge."

"Under the constructive discharge doctrine, an employee's reasonable decision to resign because of unendurable working conditions" is treated the same as being fired, said Justice Ruth Bader Ginsburg in an 8-1 decision. "The inquiry is objective: Did working conditions become so intolerable that a reasonable person in the employee's position would have felt compelled to resign?"

If the answer is "yes," employees may take their cases before a jury and win damages as though they had been fired, the court said.

Employers may nonetheless try to prove to the jury that they did everything possible to prevent sexual harassment of their workers. They can seek to show that they had an effective way for employees to report harassment, and that the alleged victim failed to alert the company or the agency about the problem.

Medicare drug card is fraud, seniors charge

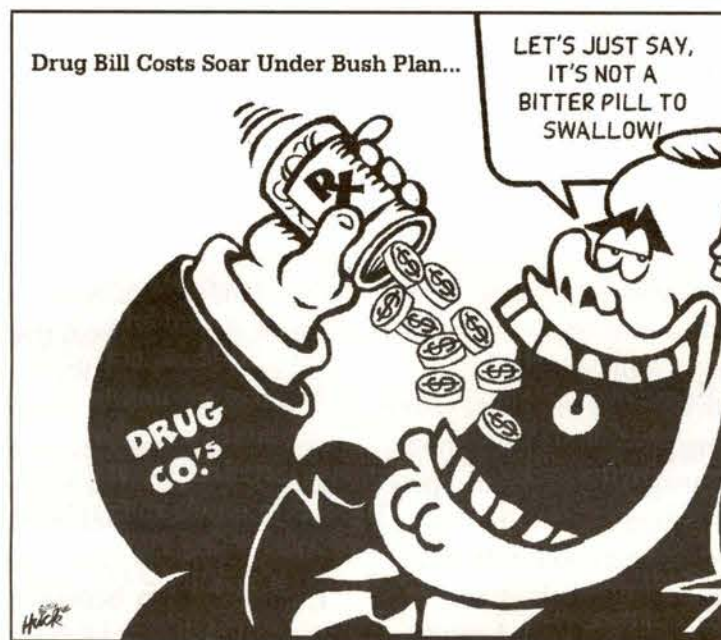


Prices for brand-name prescription drugs rose by at least three times the rate of inflation last year, according to two new studies, and will leave seniors paying more for those drugs than they did a year or two ago, even with the launching of Medicare discount cards in June.

The studies, by Families USA and the 35-million-member seniors group AARP, blame drug manufacturers for leaving seniors with increasingly unaffordable prices.

The groups said ever-larger price hikes over the last few years reflected the drug companies' anticipation of increased sales to 41 million senior and disabled Medicare beneficiaries. Because the new Medicare law prohibits the government from negotiating with manufacturers for lower prices, consumers must pressure companies to control prices and pressure Congress and the Bush administration to legalize drug imports, the groups said.

When Congress enacted the Medicare prescription drug benefit last year, the bill's Republican sup-



porters hoped to cash in with older voters in this year's elections. But seniors have been critical of the new law, in part because the laws seem tailored to help drug companies and HMOs more than to help seniors.

The Families USA study "confirms that the Medicare drug discount card is a fraud, and benefits the insurance and drug companies—not the millions of seniors who need

relief," said Sen. John Kerry, the presumptive Democratic presidential nominee.

President Bush praised the discount cards, saying at one public appearance that they would give most seniors "15-25% off of brand-name medicines." However, the administration later estimated the expected discounts to be 10% to 17%.

AARP, which strongly backed

Make a Date...

The Local 1245 Retiree Club invites you to join us for companionship, discussion and projects. Current meeting locations are:

East Bay Chapter:

Meets 2nd Thursday each month, 10 a.m., at IBEW Local 595, 6250 Village Parkway, Dublin, CA.

San Jose Chapter:

Meets 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose.

the new Medicare law, is now pressing the drug industry to limit price increases to the rate of inflation.

Its study of drug manufacturers' prices for almost 200 brand-name drugs found increases averaging 27.6% from 2000 through 2003.

The AARP study found that drug prices increased last year at three times the rate of general inflation, which the group said was 2.2%.

Congratulations!

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in — or start! — a Retirees Club chapter in your area.

John Adams, 40
Victor, Mt.

Karen Allen, 32
San Carlos, Ca.

Samuel Doyle, 32
Fresno, Ca.

Edgar Herron, 46
Eureka, Ca.

Wesley Horton, 46
Bakersfield, Ca.

Donald Jacobson, 29
Rodeo, Ca.

Warren Bryant, 35
Pittsburg, Ca.

Chester Carpenter, 36
McArthur, Ca.

Fernando Ebhardt, 33
Vacaville, Ca.

Samuel Foster, 34
Kelseyville, Ca.

Michael Hall, 27
Merced, Ca.

Carlos Herrera, 30
Madera, Ca.

Bruce Kann, 43
San Jose, Ca.

William, Kavanagh, 21,
Bakersfield, Ca.

Terrill Kopitar, 40
W. Pittsburg, Ca.

Tim Lorenzen, 37
Freedom, Ca.

Lucille Marshall, 22
Los Olivos, Ca.

Larry Noceti, 38
Merced, Ca.

Bruce Petschke, 37
Petaluma, Ca.

Donald Poulsen, 35
San Jose, Ca.

Ronald Riggs, 34
Elk Grove, Ca.

Frank Scholl, 33
Atascadero, Ca.

David Shahenian, 37
San Jose, Ca.

Robert Smart, 25
Clovis, Ca.

Charles Springer, 33
Vacaville, Ca.

Harry Storer, 35
Eureka, Ca.

Leslie Stuck, 32
Chico, Ca.

Albert Toberer, 30
San Luis Obispo, Ca.

Clifford Yoshida, 27
San Jose, Ca.

Unit updates

Unit 3320, North Lake Tahoe, has a temporary new meeting date. Meetings will be on the third Thursday at 5 p.m. for the months of July, August and September only. Meetings will return to the third Wednesday in October.

Unit 3314, South Lake Tahoe, will now meet every other month on the first Thursday at 5 p.m. Meetings are on July 1, Sept. 2, and Nov. 4. The Business Rep. responsible for this unit has been changed from Sal Salazar to Randy Osborn.

Unit 3313, Yerrington, Nev., has been changed to the first Thursday at 5 p.m., with meetings every other month. Meetings are on Aug. 5, Oct. 7 and Dec. 2. The Business Rep. responsible for this unit has been changed from Sal Salazar to Randy Osborn.

**Randy Osborn
Business Rep.**

Unit 1115, Los Banos, meets at Stockmans, 615 "I" Street in Los Banos. The address was incorrectly stated in the Unit Schedule published in the June issue of the Utility Reporter.

Bernie Mulcahy

Local 1245 mourns the death of long-time Outside Lineman Bernie Mulcahy.

Mulcahy, 78, was a veteran lineman with over 50 years experience in jobs all over the country—and still working the occasional job.

For a retrospective on Brother Mulcahy's colorful career, reprinted from the January 2002 issue of the Utility Reporter, visit the Local 1245 website at www.ibew1245.com, select "News Archives", and then select Bernie Mulcahy.

Wife of Davey steward wins AFL-CIO scholarship

Janice Gilliam, wife of Local 1245 steward Matthew Gilliam, has been selected to receive a college scholarship through the AFL-CIO Union Plus program.

Gilliam, whose husband works for Davey Tree in the Redding area, is a 39-year-old mother of three who works as a teacher's aide for special education children at a local elementary school. She is pursuing an associate's degree in education, childhood studies and early education from Shasta College in Redding.

Gilliam returned to college years after having graduated high school. She has managed to maintain a perfect 4.0 average despite the heavy demands of motherhood and her second family of special children.

"I hope that someday I can become a preschool teacher or work as a teacher for children with special

needs," she said. "I plan on taking a sign language class and a conversational Spanish class. I just hope that someday I can make a difference in the lives of children. After all, they are our future."

With her husband Matt serving as a steward for Local 1245 at Davey Tree it's not surprising that Gilliam is a vocal supporter of workers' rights. She said she could not hope to ever pay off medical bills incurred in her fight to survive cancer if not for the help and support of the union.

"My husband has been an active member since 1997 when we moved to California," said Gilliam, who herself is a member of the CSEA union through her job at the school. "I, too, plan on becoming a shop steward as soon as I finish college in the fall of 2004."

Local 1245 Business Rep. Ray

Thomas called Matthew Gilliam an "outstanding shop steward", and noted that he also serves as a trustee for the tree trimmers money purchase pension plan as well as serving on the union bargaining committee in negotiations this year with Davey Tree.

Local 1245 Business Manager Perry Zimmerman had words of praise for Janice Gilliam's accomplishment in receiving the Union Plus scholarship.

"We are very pleased that the Gilliam family has been selected for this award," said Zimmerman. "We wish Janice the best of luck as she finishes her education and moves ahead in her career."

The Union Plus program awarded \$150,000 in scholarships this year to 106 students, including seven IBEW members.

Sacramento Municipal Utility District pact extended

Local 1245 members at the Sacramento Municipal Utility District approved a two-year extension of the current Memorandum of Understanding.



Glero

The extension includes a wage hike each year that will be a minimum of 3% and a maximum of 4%, based on the Consumer Price Index. If the CPI exceeds 6% in either year, the agreement will be reopened for wage negotiations only.

The proposal was explained to

employees by bargaining committee members over a 3-week period in face-to-face meetings at the worksite. Local 1245 members conducting the meetings were Don Kreuter, Ike Williams, Dave Reishus, Dino Correa,

Paul Easley, Art Torres and Business Rep. Sam Glero.

Three-quarters of the membership participated in the worksite vote, conducted June 3, with 70% approving the extension.

Resort Improvement District pact

Members of Local 1245 ratified a new three-year agreement with Resort Improvement District #1, raising wages 4% on July 1. Wages increased 5% for lead classifications.

Wage increases in July 2005 and July 2006 will be 2% or the Con-

sumer Price Index, whichever is higher. In addition, there will be 2% increases in 2005 and 2006 for employees working above their base job description, plus a 3% increase for those attending training classes.



Cowart

The new pact imposes a \$1500 deductible per family member for the medical plan. However, the employer will pick up the first \$1500.

Employees will receive a discount on utilities.

Negotiating for the union were Doug Culbert, Tony Nuse, and Business Rep. Rich Cowart.

Agreement ratified at City of Willits

Local 1245 members at the City of Willits unanimously ratified a new Memorandum of Understanding negotiated as the City faced a \$50,000 budget deficit.

The three-year agreement includes a new medical deductible of \$250 per person, one additional floating holiday, and a provision to check the books in November to see if the

revenue picture has improved enough to finance wage increases, with any such increases potentially being retroactive to July 1, 2004.

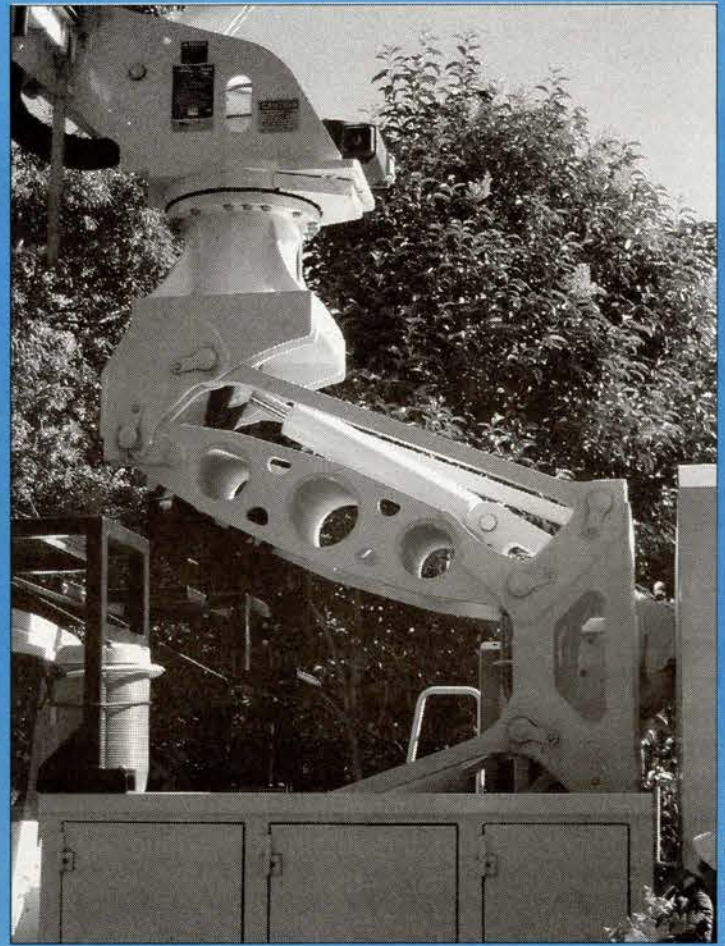
To take effect, the pact still needs approval by the City Council.

Negotiating for the union were Tobey Dale, J.C. England, Joe Mondo and Business Rep. Rich Cowart.



Ray Thomas

Working with Davey Tree's new 70-foot Altec articulated boom in Red Bluff are (left) John Marzolla, foreman and 17-year union member and Robert Mitchell, who returned to Davey Tree in March 2004 after a stint in the military.



Ray Thomas



Ray Thomas

Articulate

A new 70-foot articulated boom is part of Davey Tree Area Manager Dennis Dotson's plan to upgrade company equipment in the North Valley area. The Altec boom, fitted on a GMC C-7500 chassis, is a 60-foot aerial device during normal operation. But anytime the tree trimmers need a little extra reach, they have 10 feet of elevator.

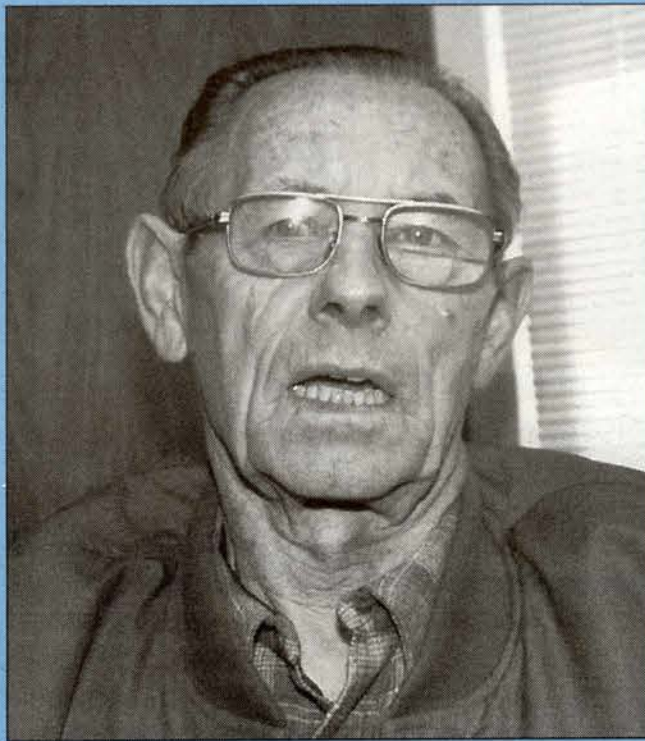
"The rotation turret is mounted on the elevator, which is uncommon," says Local 1245 Senior Business Rep. Ray Thomas. "Usually they're mounted to a frame or a frame saddle on a truck."

Working with the extra elevation, the crew can trim the highest reaches of the trees, allowing other crews to reach the remainder of the tree with normal booms.

"It saves the crews from having to climb them," notes Thomas.

DAVEY TREE SURGERY CO.

Thank you, Don.



***For your courage, intelligence,
and determination in organizing
a union at Pacific Gas & Electric.***

**In Memoriam
Don Hardie
1915-2004**



From your brothers and sisters at Local 1245, International Brotherhood of Electrical Workers, and the Local 1245 Retirees Club.